

"The reality is that, if we do nothing, it will take 75 years, or for me to be nearly 100, before women can expect to be paid the same as men for the same work." --Emma Watson

"If fighting for equal pay and paid family leave is playing the gender card, then deal me in!" --Hilary Clinton

"I have to be honest with you. I believe in equal pay, first of all. I'm sorry, if a woman does the same job as a man, she should be paid the same amount of money. She just should. That's just the way the world should work." --Viola Davis

"When I joined four teammates in filing a wage-discrimination complaint against U.S. Soccer ... it had nothing to do with how much I love to play for my country. It had everything to do with what's right and what's fair, and with upholding a fundamental American concept: Equal pay for equal play." --Carli Lloyd

"Men have to demand that their wives, daughters, mothers, and sisters earn more—commensurate with their qualifications and not their gender. Equality will be achieved when men and women are granted equal pay and equal respect." --Beyonce



Did you know?

The Equal Pay Act and the UUWF are the same age. We're both celebrating 60 years in 2023!



TABLE OF CONTENTS

Unitarian Universalism and Pay Equity..... 2

Pay Equity Facts..... 3-5

Infographic..... 4

Pay Equity Pioneers..... 6-7

Beyond Pay Equity..... 8

Watch, Read, Listen..... 8-9

Take Action..... 9

# UNITARIAN UNIVERSALISM & PAY EQUITY

## THE PRINCIPLES AND EQUAL PAY

Our faith reminds us that pay equity and economic justice stems from our beliefs that everyone is worthy of fair wages and a sustainable future.

Justice, equity and compassion in human relations means we work to create healthy economic systems that benefit everyone.

Our collective religious movement calls on us to continue the fight for equal pay, as well as other economic injustices.

UUs have a long history of working toward economic justice and, specifically, pay equity for all. Our faith calls us to create a just society and affirm the worth and dignity of all people.

The UUWF has done 60 years of advocacy work, but that doesn't include the decades before our federation merge, where Unitarian women and Universalist women paved the way for us to continue the fight for equal pay and equal rights.

This toolkit celebrates the leadership of women and femmes all over the world. We also touch on some of the ways you can work to close the pay gap. Because equal pay for equal work!

### How the Principles Call Us to Fight for Equity in the Workplace

The [UUA website mentions](#) how "women are especially vulnerable to economic inequity. The gender pay gap has lifelong financial effects and contributes directly to increased poverty levels of women of all ages, races, and cultural backgrounds".

With programs like the Margaret Fuller and Marjorie Bowens-Wheatley Awards, the UUWF committed to supporting women and femmes with financial support to further their learning and growth.

[UU Women's Federation Sermon Award](#)  
[2019 Winner "How Not to Be a Boy"](#)  
[by Rev. Kimberley Debus](#)

*Sermon delivered to First Parish UU Church of  
Kennebunk, ME March 17, 2019*

### ORGANIZATIONS TO FOLLOW



#### Women Employed

Improves the economic status of women and remove barriers to economic equity

#### Women Delivered

Advocacy drives investment—political and financial—in the lives of girls and women worldwide

#### Equal Rights Advocates

Fights for gender justice in workplaces and schools across the country since 1974

#### National Center for Lesbian Rights

Committed to advancing the civil and human rights of LGBTIA+ people and their families through litigation, legislation, policy, and public education.



### What Is Pay Equity?

Pay equity means paying employees with similar job functions comparably similar wages, regardless of their gender, race, ethnicity, or other status.

The U.S. passed the Equal Pay Act more than 50 years ago, but American women still face a substantial gender-based wage gap.

Despite landmark legislation and radical demonstrations to push for pay parity between the genders, the Institute for Women's Policy Research estimated in 2020 that equality might still be out of reach until 2059.



### How Is Pay Equity Present?

The “Motherhood Penalty”: Women returning to work after having children experience a wage penalty. [Learn more.](#)

The intersection of race and gender magnifies the pay gap. [Learn more.](#)

The older a women gets, the worse the pay gap gets. [Learn more.](#)

# YOU DESERVE PAY EQUITY!

## KNOW YOUR RIGHTS

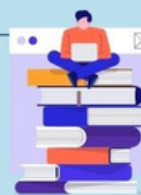


### WHAT IS PAY DISCRIMINATION?

Pay discrimination occurs when employers pay employees differently based on race, color, religion, sex, national origin, disability, age, or genetic information.

### IS PAY DISCRIMINATION ILLEGAL?

**YES!** Title VII of the Civil Rights Act of 1964 is a federal law that prohibits job discrimination—including pay discrimination—based on race, color, sex, religion, and national origin.



### HOW DO I KNOW IF I'M BEING PAID FAIRLY?

The U.S. Department of Labor has a resource about your federal rights to equal pay and pay transparency, as well as your rights in each state. You can access that at [dol.gov/agencies/wb/equal-pay-protections](https://dol.gov/agencies/wb/equal-pay-protections).

You are protected by law if you talk to your coworkers about your pay. Under federal law, it is illegal for employers to ban you from talking about your pay, benefits, or other compensation to other people—and if you're comfortable, that can be a good way to find out if you're being paid less than your coworkers.

### WHAT CAN I DO IF I THINK MY EQUAL PAY RIGHTS WERE VIOLATED?

Contact the Equal Employment Opportunity Commission (EEOC), which enforces the Civil Rights Act of 1964. To reach the nearest office, go to [eeoc.gov/field](https://eeoc.gov/field), or call 1-800-669-4000. The TTY number is 1-800-669-6820.



Agencies have a time limit to file, so contact them as soon as possible.



### TAKE STEPS TO PROTECT YOUR RIGHTS

Even if you're not ready to file a complaint, you should take steps to protect your rights:

- 1) Keep copies of records that are related to pay—offer letters, pay stubs, and any other wage-related information.
- 2) Keep records of your performance at work. Continue doing a good job at work, and print and save copies of job evaluations, emails or letters, or any other documentation that shows you are performing well.
- 3) Seek support from your loved ones. Being treated unfairly is stressful and difficult, especially if you're dealing with it on your own.

*Based on content by WomenEmployed.org. You can learn more about these and other rights at [womenemployed.org/FairPay](https://womenemployed.org/FairPay)*



### Equal Pay Day

Equal pay day represents how far into the *next* year women must work to earn what men earned in the *previous* year. Equal Pay Days are different based on intersectional identities:

- **Equal Pay Day is March 14.** When combining data for women across race and ethnicity working full-time, year-round, the pay gap is 84 cents on the dollar. The pay gap for all woman earners (including part-time and seasonal) is 77 cents for every dollar paid to men.
- **LGBTQIA+ Equal Pay Awareness Day is June 15.** There is not enough data to make calculations, but this day raises awareness about the wage gap experienced by LGBTQIA+ folks.
- **Black Women's Equal Pay Day is July 27.** Black women working full-time, year-round are paid 67 cents and all earners (including part-time and seasonal) are paid 64 cents for every dollar paid to non-Hispanic white men.
- **Moms' Equal Pay Day is August 15.** Moms working full-time, year-round are paid 74 cents and all earners (including part-time and seasonal) are paid 62 cents for every dollar paid to dads.
- **Latinas' Equal Pay Day is October 5.** Latina women working full-time, year-round are paid 57 cents and all earners (including part-time and seasonal) are paid 54 cents for every dollar paid to non-Hispanic white men.
- **Native Women's Equal Pay Day is November 30.** Native women working full-time, year-round are paid 57 cents and all earners (including part-time and seasonal) are paid 51 cents for every dollar paid to non-Hispanic white men.
- **Asian American, Native Hawaiian, and Pacific Islander Women's Equal Pay Day is not yet calendared.** Asian American, Native Hawaiian and Pacific Islander women working full-time, year-round are paid 92 cents and all earners (including part-time and seasonal) are paid 80 cents for every dollar paid to non-Hispanic white men.



### Florynce "Flo" Kennedy

Florynce 'Flo' Kennedy was the first black female graduate of Columbia Law School after initially being rejected admission because she was a woman. After practicing law, Kennedy teamed up with the New York Chapter of a new organization called NOW in the late 1960s, and led coordinated pickets in front of the *New York Times*, asserting that want ads segregated by gender blocked women from jobs that paid more. Their demands led the EEOC to rule that separate male and female help-wanted ads violated the Civil Rights Act, except in cases in which sex was a bona fide occupational qualification.

*More information on Florynce Kennedy.*

### Esther Peterson

President John F. Kennedy's leader of the Women's Bureau, Esther Peterson was able to establish the Presidential Commission on the Status of Women. Peterson leveraged the Commission to gather data and organize to pass the Equal Pay Act of 1963.

*More information on Esther Peterson.*





### Lorena Weeks

A night telephone operator at Southern Bell Telephone & Telegraph Company in 1966, Lorena Weeks applied for a higher paying position. She was denied the promotion because she was a woman, and a man with less seniority got the job. Her lawsuit, filed with the help of NOW, was the first victory under Title VII of the 1964 Civil Rights Act. Weeks not only got the job, but was awarded \$31,000 in back pay.

[More information on Lorena Weeks.](#)

### Addie Wyatt

The Reverend Addie Wyatt was the head of the Coalition of Labor Union Women, which established equal pay policies for union contracts prior to the Equal Pay act of 1963.

[More information Addie Wyatt.](#)



### Dolores Huerta

In 1952, Dolores Huerta co-founded the National Farm Workers Association (which later became the United Farm Workers' Union). With César Chávez, Huerta led the nationwide 1973 grape boycott that resulted in the California Agricultural Labor Relations Act of 1975. This enabled farm workers to form unions and collectively bargain on wages and working conditions. In 1973, Huerta led another consumer boycott of grapes that resulted in the ground-breaking California Agricultural Labor Relations Act of 1975, which allowed farm workers to form unions and bargain for better wages and conditions.



[More information on Dolores Huerta.](#)

## WATCH, READ, LISTEN



*DARE TO LEAD:  
BRAVE WORK. TOUGH  
CONVERSATIONS.  
WHOLE HEARTS BY  
BRENÉ BROWN*

[Learn more](#)

*LEAD FROM THE  
OUTSIDE: HOW TO  
BUILD YOUR FUTURE  
AND MAKE REAL  
CHANGE BY STACEY  
ABRAMS*

[Learn More](#)

*GRACE AND GRIT: MY  
FIGHT FOR EQUAL PAY  
AND FAIRNESS AT  
GOODYEAR AND  
BEYOND BY LILLY  
LEDBETTER*

[Learn more](#)

## EQUITY AT WORK GOES BEYOND PAY.

### The Crown Act

is a law passed in some states which prohibits discrimination based on hair style and hair texture.

[Learn More](#)

### Pay Secrecy

is a workplace policy that prohibits employees from talking about how much money they make with co-workers. This practice enables employers to pay inequitably.

[Learn More](#)

### Pregnancy Discrimination

is a type of employment discrimination that occurs when expectant women are fired, not hired, or otherwise discriminated against due to their pregnancy or intention to become pregnant. [Learn More](#)

### Occupational Segregation

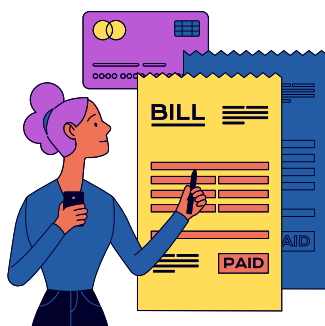
occurs when one demographic group is over-represented or under-represented in a certain job category.

[Learn More](#)

### Wage Theft

occurs when an employee is not paid for work done, i.e. asked to work overtime, work through breaks, or report early and/or leave late without pay.

[Learn More](#)



### WATCH, READ, LISTEN



#### MIND THE (WAGE) GAP

[Learn More](#)

#### WEALTH GAP

[Learn More](#)

#### GENDER BIAS

[Learn More](#)

#### PAY FACTS

[Learn More](#)

#### WORLD OF WORK

[Learn More](#)



### BE AN ADVOCATE

**Equal Rights Advocates** challenge the legal, policy, and cultural barriers that have allowed the gender wage gap to persist. Together with Equal Pay Today partners, we recognize that pay discrimination is not a single issue struggle, which is why we work to also address occupational segregation, pay secrecy, pregnancy and caregiver discrimination, a lack of access to paid leave, wage theft, and an unlivable federal minimum wage.

[Learn More](#)

**The Crown Coalition** is a campaign to ensure that women can wear their natural hair to work without discrimination.

[Learn More](#)

**The National Committee on Pay Equity** seeks to close the pay gap for women in the US.

[Learn More](#)